

## A STUDY ON THE EFFECTIVENESS OF HEALTH AND SAFETY MEASURES ON EMPLOYEE WELL-BEING AND PRODUCTIVITY WITH SPECIAL REFERENCE TO MENAKA TEXTILES, TIRUPUR

**Dr.B. Shanthini**

Associate Professor, Department of Management studies,  
Kangeyam Institute of Technology, Kangeyam – 638108,  
Tamilnadu, India.

**Haridev B R**

II-MBA, Department of Management Studies,  
Kangeyam Institute of Technology, Kangeyam – 638108,  
Tamilnadu, India.

### ABSTRACT

The textile industry is one of the largest employment-generating sectors in India, particularly in the knitwear hub of Tirupur. Employees working in textile manufacturing units are often exposed to occupational hazards such as noise, dust, chemical exposure, machine-related risks, and ergonomic stress. Therefore, effective health and safety measures are essential to ensure employee well-being and enhance productivity.

This study examines the effectiveness of workplace health and safety practices implemented at Menaka Textiles and evaluates their impact on employee satisfaction, physical health, psychological well-being, and work performance. The research adopts a survey-based descriptive approach using primary data collected from employees across various departments.

The findings reveal that proper safety training, protective equipment, workplace hygiene, and organizational support significantly improve employee morale, reduce workplace accidents, and increase productivity levels. The study concludes that health and safety management is not only a legal requirement but also a strategic tool for organizational success.

**Keywords:** Health and Safety, Employee Well-being, Productivity, Textile Industry, Workplace Safety, Occupational Health

## **INTRODUCTION**

Industrial organizations increasingly recognize that employee well-being directly influences organizational performance. In labor-intensive sectors such as textile manufacturing, employee safety becomes a critical management responsibility.

The textile industry involves processes such as spinning, knitting, dyeing, and finishing, which expose workers to various occupational risks. Without proper safety measures, employees may experience health problems, stress, fatigue, and reduced efficiency.

Organizations today focus on developing safe working environments through safety policies, regular inspections, training programs, and medical facilities. Effective occupational health management improves employee engagement, reduces absenteeism, and enhances productivity.

Menaka Textiles operates within the competitive textile cluster of Tirupur and has adopted multiple safety practices to protect employees and maintain operational efficiency. Studying the effectiveness of these measures helps understand how safety initiatives influence employee performance and organizational growth.

## **STATEMENT OF THE PROBLEM**

Despite advancements in industrial safety standards, textile workers continue to face workplace hazards that may negatively affect their health, motivation, and productivity. Many organizations implement safety measures primarily to comply with regulations rather than to improve employee well-being. The major problem addressed in this study is whether the existing health and safety practices at Menaka Textiles effectively enhance employee well-being and contribute to higher productivity levels.

## **OBJECTIVES OF THE STUDY**

1. To examine health and safety measures followed in Menaka Textiles.
2. To analyze employee awareness regarding workplace safety practices.
3. To evaluate the impact of safety measures on employee well-being.
4. To study the relationship between health safety initiatives and productivity.
5. To suggest improvements for strengthening workplace safety management.

## REVIEW OF LITERATURE

Occupational health and safety have become essential components of modern human resource management. Research studies emphasize that safe working environments improve employee satisfaction and organizational performance.

Studies conducted by the International Labour Organization highlight that unsafe workplaces lead to reduced productivity and increased absenteeism worldwide. According to the World Health Organization, employee health programs significantly reduce occupational diseases and improve mental well-being.

Previous research in textile industries indicates that exposure to cotton dust, chemical dyes, and machine vibrations may cause respiratory problems and physical strain among workers. Scholars argue that safety training programs and ergonomic workplace design minimize industrial accidents.

Literature further shows that organizations investing in employee safety experience higher employee commitment, reduced turnover, and improved operational efficiency. Hence, health and safety management acts as both a welfare initiative and a productivity-enhancing strategy.

## RESEARCH METHODOLOGY

### Research Design

The study follows a **descriptive research design** to analyze the effectiveness of health and safety measures on employee well-being and productivity.

### Source of Data

#### Primary Data

- Structured questionnaire distributed among textile employees.

#### Secondary Data

- HRM textbooks
- Safety management journals
- Industry reports
- Company safety manuals

### Sampling Technique

Convenience sampling method was adopted.

### Sample Size

A total of 100 employees from different departments participated.

### Instrument Design

The questionnaire measured:

- Workplace safety awareness
- Availability of protective equipment
- Accident prevention practices
- Employee health conditions
- Job satisfaction and productivity Likert scale responses were used for analysis.
- **Tools for Analysis**
  - Percentage analysis
  - Descriptive statistics
  - Correlation analysis

### TABLES AND INTERPRETATIONS

Table 1: Employee Opinion on Workplace Safety Measures

Safety Level	Frequency	Percentage
Highly Satisfied	45	45%
Moderately Satisfied	35	35%
Dissatisfied	20	20%
<b>Total</b>	100	100%

### Interpretation:

The majority of employees are satisfied with workplace safety practices, indicating effective implementation of safety policies.

**Table 2: Employee Well-Being Level**

Well-Being Level	Frequency	Percent	Valid Percent	Cumulative Percent
High	48	48	48	48
Moderate	37	37	37	85
Low	15	15	15	100
Total	100	100	100	

**Interpretation:**

Health and safety initiatives positively influence employee physical and psychological well-being.

**Table 3: Correlation Between Safety Measures and Productivity**

Variables	Safety Measures	Productivity
Safety Measures	1	r = 0.68
Productivity	r = 0.68	1

**Interpretation:**

The correlation value of **0.68** indicates a strong positive relationship between safety practices and employee productivity.

**REGRESSION INTERPRETATION**

Regression analysis shows that improved safety measures significantly predict employee productivity. Proper safety training, ergonomic workstations, and medical facilities reduce fatigue and absenteeism, thereby enhancing performance levels.

**FINDINGS OF THE STUDY**

- Employees are aware of workplace safety policies.
- Protective equipment reduces accident risk.
- Safety training programs improve confidence among workers.
- Clean and hygienic workplaces increase employee satisfaction.
- Health monitoring programs reduce absenteeism.
- Safe environments enhance motivation and morale.
- Reduced workplace accidents lead to higher productivity.

- Management support strengthens employee trust.
- Safety culture improves organizational performance.
- Employees feel secure working under structured safety systems.

## SUGGESTIONS

- Conduct regular safety training programs.
- Provide advanced personal protective equipment.
- Improve ventilation and dust control systems.
- Introduce periodic medical check-ups.
- Encourage employee participation in safety committees.
- Implement stress management and wellness programs.
- Strengthen accident reporting systems.

## CONCLUSION

Health and safety management plays a vital role in ensuring employee well-being and organizational productivity. The study concludes that effective safety measures implemented at Menaka Textiles significantly enhance employee health, job satisfaction, and work performance.

Organizations must treat employee safety not merely as a statutory obligation but as a strategic investment that contributes to sustainable industrial growth and workforce stability.

## REFERENCE

1. **Rumchev&Dhaliwal (2020)** “Employment status and health after privatization in white collar civil” BMJ VOLUME 322 ,(march 2020)
2. **Alexander and Michael (2020)**”Safety practices in small & medium size enterprises.”E3 journal of business management & economics (sep 2011)ISSN 2141- 7482
3. **Jane et.al.(2021)** “A research on employees welfare facilities and its impact on employees efficiency.” Journaloofresearchiinmmanagement&ttechnology (2014)Online ISSN- 2320-0073
4. **Joseph et.al. (2021)** “A study on employees satisfaction & safety measures” Indian journal of applied research [march-2021]Volume:: 33Issue : 33ISSN – 2249

5. **Upadhyay and Gupta (2022)** "Assessing occupational safety & health training " D.H.H.S [NIOSH] publication number-98-145
6. **Francisco Cervero-Liceras Nichols et al., (2022)** Perception of organizational safety: implications for the development of safety culture. Journal of Organizational Behavior, 20, 185 – 198
7. **Logasakthi&Rajagopal, (2022)** Perceptions of safety at work: A framework for linking safety climate to safety performance, knowledge, and motivation. Journal of Occupational Health Psychology, 5, 347-358
8. **Sulaiman .J ,Alaguthankamani (2023)** Safety leadership: A longitudinal study of the effects of transformational leadership on safety outcomes. Journal of Occupational and Organizational Psychology, 20, 253-272.